## Equal Employment Opportunity Data Posted Pursuant to the No Fear Act:

## FSIS (and below)

For 1st Quarter 2015 for period ending December 31, 2014

			a				
Complaint Activity	Pr	evious	Fiscal Y	Year Da	ıta	2015Thru12-31	
	2010	2011	2012	2013	2014	2015111ru12-51	
Number of Complaints Filed	67	81	68	46	60	24	
Number of Complainants	66	79	66	43	56	24	
Repeat Filers	1	2	2	2	4	0	

Complaints by Dasis	Comparative Data												
Complaints by Basis	Pro	evious											
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru12- 31							
Race	27	38	31	23	33	11							
Color	7	8	14	14	19	5							
Religion	3	6	5	3	4	2							
Reprisal	30	40	29	30	34	12							
Sex	15	36	27	19	33	7							
PDA	0	0	0	0	2	0							

National Origin	10	16	13	5	11	5
Equal Pay Act	0	0	1	2	1	0
Age	20	30	28	17	26	11
Disability	16	18	20	23	18	8
Genetics	0	2	0	1	0	0
Non-EEO	5	11	7	5	11	4
			Com	parativ	e Data	
Complaints by Issue	Pre	evious l	Fiscal Y	Year D	ata	
Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.	2010	2011	2012	2013	2014	2015Thru12- 31
Appointment/Hire	4	8	2	1	3	2
Assignment of Duties	6	8	6	6	11	1
Awards	0	2	2	2	2	0
Conversion to Full-time	0	0	0	0	1	0
<b>Disciplinary Action</b>						
Demotion	1	0	1	0	0	0
Reprimand	0	3	2	2	6	1
Suspension	8	5	4	4	5	4
Removal	3	3	2	1	2	1
Other	4	3	6	3	3	1
Duty Hours	1	0	1	0	4	1
Evaluation Appraisal	16	11	5	9	11	2
Examination/Test	1	0	0	0	0	0
Harassment						
Non-Sexual	31	42	36	33	33	13

Sexual		3	8	2		1	0	1
Medical Examination		0	0	1		0	2	0
Pay (Including Overtime)		4	2	1		6	6	2
Promotion/Non-Selection		6	9	18	3	3	13	7
Reassignment							•	
Denied		1	4	0		1	0	1
Directed		2	6	8		4	9	2
Reasonable Accommodati	on	4	2	4		6	6	3
Reinstatement		0	0	0		0	0	0
Retirement		0	0	1		0	0	1
Termination		5	6	10	)	4	2	2
Terms/Conditions of Empl	loyment	5	8	12	2	14	16	4
Time and Attendance		7	8	7		4	8	3
Training		4	3	8		2	5	1
Other		1	11	3		0	1	3
			Co	mpa	rativ	e D	ata	
<b>Processing Time</b>	]	Previous	s Fisca	l Ye	ar Da	ata		2015Thru12-
	2010	2011	201	2	2013	3	2014	31
Complaints pending during	g fiscal ye	ear						
Average number of days in investigation	274.28	297.87	247.5	50	228.5	3	199.38	178.62
Average number of days in final action	241.29	135.27	114.1	18	183.0	4	275.06	50.00
Complaint pending during	fiscal yea	ar where	hearin	g wa	ıs req	uest	ted	
Average number of days in investigation	270.11	262.65	227.0	02	206.3	9	204.05	223.29
Average number of days in final action	28.86	91.40	114.4	43	299.7	5	339.00	0

Complaint pending during f	iscal	yea	r whe	ere h	eari	ng wa	as n	ot red	ques	ted			
Average number of days in investigation	276.8	30	331.′	78	280	.11	250	.67	193	3.35	1	43.89	
Average number of days in final action	312.1	0	179.	13	113	.93	133	.89	135	5.19	4	50.00	
						Co	mp	arati	ive l	Data			
Complaints Dismissed Agency	by		Pı	evi	ous ]	Fisca	l Ye	ear D	ata		2015	Thru12-	
		2010 2011 2012 2013 2014									31		
Total Complaints Dismissed Agency	d by		7	1	4	11		11		6		1	
Average days pending prior dismissal	to		164	3	42	492	)	114	7	7		136	
Comp	olaint	s W	ithd	raw	n by	Cor	npl	ainar	ıts				
Total Complaints Withdraw Complainants	n by		10		8	5		3		6		2	
						Com	par	ative	Da	ta			
Total Final Agency			Prev	iou	s Fis	scal Y	Zea1	r Dat	a		2015	Thru12-	
Actions Finding Discrimination	2	010	20	)11	2	012	2	013	20	)14	31		
	#	%	#	%	#	%	#	%	#	%	#	%	
Total Number Findings	2		0		2		0		0		1		
Without Hearing	1	50	0	0	0	0	0	0	0	0	0	0	
With Hearing	1	50	0	0	2	100	0	0	0	0	1	100	
Findings of	Ī		'			Comj	para	ative	Dat	ta		<u> </u>	
Discrimination Rendered by Basis			Prev	iou	s Fis	scal Y	Zea:	· Dat	a		2015	Thru12-	
Note: Complaints can be	2										31		
filed alleging multiple bases. The sum of the bases may not equal total complaints and findings.	#							#	%				
<b>Total Number Findings</b>	2		4		3		3		5		1		

Race	2	100	0	0	1	33	0	0	0	0	0	0
Color	0	0	0	0	1	33	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	1	50	1	25	1	33	1	33	0	0	1	100
Sex	0	0	1	25	1	33	1	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	1	33	0	0	0	0	0	0
Disability	0	0	2	50	1	33	1	33	4	80	1	100
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	1	33	1	33	1	20	0	0
								'				
indings After Hearing	1		0		2		0		0		1	
			il .									
Race	1	100	0	0	1	50	0	0	0	0	0	0
Race	0	100	0	0	1	50	0	0	0	0	0	0
Color	0	0	0	0	1	50	0	0	0	0	0	0
Color Religion	0	0	0	0	1	50	0	0	0	0	0	0
Color Religion Reprisal	0 0 1	0 0 100	0 0	0 0	1 0 1	50 0 50	0 0	0 0 0	0 0	0 0	0 0 1	0 0 100
Color Religion Reprisal Sex	0 0 1 0	0 0 100 0	0 0 0 0	0 0 0	1 0 1	50 0 50 50	0 0 0	0 0 0	0 0 0 0	0 0 0	0 0 1 0	0 0 100 0
Color Religion Reprisal Sex PDA	0 0 1 0 0	0 0 100 0	0 0 0 0	0 0 0 0	1 0 1 1 0	50 0 50 50	0 0 0 0	0 0 0 0	0 0 0 0	0 0 0 0	0 0 1 0 0 0	0 0 100 0
Color Religion Reprisal Sex PDA National Origin	0 0 1 0 0	0 0 100 0 0	0 0 0 0 0	0 0 0 0 0	1 0 1 1 0	50 0 50 50 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 0 0 0	0 0 1 0 0 0	0 0 100 0 0
Color Religion Reprisal Sex PDA National Origin Equal Pay Act	0 0 1 0 0 0	0 0 100 0 0 0	0 0 0 0 0 0	0 0 0 0 0	1 0 1 1 0 0	50 0 50 50 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 1 0 0 0	0 0 100 0 0 0
Color Religion Reprisal Sex PDA National Origin Equal Pay Act Age	0 0 1 0 0 0 0	0 0 100 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	1 0 1 1 0 0 0	50 0 50 50 0 0 0 50	0 0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 0 0 0 0	0 0 1 0 0 0 0	0 0 100 0 0 0

Findings Without Hearing	1		4		1		3		5		0	
Race	1	100	0	0	0	0	0	0	0	0	0	0
Color	0	0	0	0	0	0	0	0	0	0	0	0
Religion	0	0	0	0	0	0	0	0	0	0	0	0
Reprisal	0	0	1	25	0	0	1	33	0	0	0	0
Sex	0	0	1	25	0	0	1	33	0	0	0	0
PDA	0	0	0	0	0	0	0	0	0	0	0	0
National Origin	0	0	0	0	0	0	0	0	0	0	0	0
Equal Pay Act	0	0	0	0	0	0	0	0	0	0	0	0
Age	0	0	0	0	0	0	0	0	0	0	0	0
Disability	0	0	2	50	1	100	1	33	4	80	0	0
Genetics	0	0	0	0	0	0	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0	1	33	1	20	0	0
					C	Compa	ara	tive ]	Dat	a		
Findings of		P	revi	ous	Fisc	al Ye	ar	Data	1		2015	Thru12-
Discrimination Rendered by Issue	20	010	20	11	20	012	20	13	20	14		31
	#	%	#	%	#	%	#	%	#	%	#	%
<b>Total Number Findings</b>	2		4		3		3		5		1	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
	-			Ì	Ţ	_	^	0	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	U	0	U		U
Assignment of Duties Awards	0	0	0	0	0	0	0	0	0	0	0	0
					-							
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Awards  Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0

Suspension	1	50	1	25	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	50	3	75	1	33	2	67	1	20	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	50	2	50	1	33	1	33	0	0	0	0
Reassignment												
Denied	0	0	1	25	1	33	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	25	0	0	1	33	3	60	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	2	40	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	20	0	0
Time and Attendance	0	0	2	50	1	33	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
	1		1							1		
Findings After Hearing	1		0		2		0		0		1	

Appointment/Hire	0	0	0	0	0	0	0	0	0	0	0	0
Assignment of Duties	0	0	0	0	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	0	0	0	0	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	0	0	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	0	0	0	0	1	50	0	0	0	0	1	100
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	1	100	0	0	1	50	0	0	0	0	0	0
Reassignment												1
Denied	0	0	0	0	0	0	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	0	0	0	0	0	0	0	0	1	100
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	0	0	0	0

Terms/Conditions of Employment	0	0	0	0	0	0	0	0	0	0	0	0
Time and Attendance	0	0	0	0	1	50	0	0	0	0	1	100
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
Findings Without Hearing	1		4		1		3		5		0	
Appointment/Hire	0	0	0	0	0	0	1	33	0	0	0	0
Assignment of Duties	0	0	1	25	0	0	0	0	0	0	0	0
Awards	0	0	0	0	0	0	0	0	0	0	0	0
Conversion to Full-time	0	0	0	0	0	0	0	0	0	0	0	0
Disciplinary Action												
Demotion	0	0	0	0	0	0	0	0	0	0	0	0
Reprimand	0	0	0	0	0	0	0	0	0	0	0	0
Suspension	1	100	1	25	0	0	0	0	0	0	0	0
Removal	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0
Duty Hours	0	0	0	0	0	0	0	0	0	0	0	0
Evaluation Appraisal	0	0	1	25	0	0	0	0	0	0	0	0
Examination/Test	0	0	0	0	0	0	0	0	0	0	0	0
Harassment												
Non-Sexual	1	100	3	75	0	0	2	67	1	20	0	0
Sexual	0	0	0	0	0	0	0	0	0	0	0	0
Medical Examination	0	0	0	0	0	0	0	0	0	0	0	0
Pay (Including Overtime)	0	0	0	0	0	0	0	0	0	0	0	0
Promotion/Non-Selection	0	0	2	50	0	0	1	33	0	0	0	0

Reassignment												
Denied	0	0	1	25	1	100	0	0	0	0	0	0
Directed	0	0	0	0	0	0	0	0	0	0	0	0
Reasonable Accommodation	0	0	1	25	0	0	1	33	3	60	0	0
Reinstatement	0	0	0	0	0	0	0	0	0	0	0	0
Retirement	0	0	0	0	0	0	0	0	0	0	0	0
Termination	0	0	0	0	0	0	0	0	2	40	0	0
Terms/Conditions of Employment	0	0	0	0	0	0	0	0	1	20	0	0
Time and Attendance	0	0	2	50	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0
Other - User Defined	0	0	0	0	0	0	0	0	0	0	0	0
						Co	mp	arati	ive	Data		

	Comparative Data												
Pending Complaints Filed in Previous Fiscal Years by Status	Pro	evious	ata	2015Thru12-									
·	2010	2011	2012	2013	2014	31							
Total complaints from previous Fiscal Years	125	57	55	62	37	72							
Total Complainants	112	50	54	60	35	65							
Number complaints pending					-								
Investigation	8	5	2	1	2	13							
ROI issued, pending Complainant's action	0	1	0	0	0	7							
Hearing	42	33	32	36	32	43							
Final Agency Action	10	20	16	24	2	7							
Appeal with EEOC Office of Federal Operations	1	0	0	0	4	4							

Complaint Investigations	Comparative Data					
	Previous Fiscal Year Data					2015Thru12-
	2010	2011	2012	2013	2014	31
Pending Complaints Where Investigations Exceed Required Time Frames	17	13	5	8	1	1